

MEMORANDUM FOR RECORD

Date: May 13, 2015

Subject: Panel Interview Recommendations for Announcement Number RTP-R4-MP-2015-0048 (WM-15-002)

From: Annie Godfrey, Chief
Water Quality Standards Section/WQPB

To: Jim Giattina, Director
Water Protection Division

Thru: Joanne Benante, Chief
Water Quality Planning Branch/WPD

In accordance with interview memorandum dated November 10, 2014, a panel interview was convened during the week of May 4, 2015. I served as panel chairperson along with two independent panelists (Maurice Horsey – WPD and Nestor Young – Superfund). Four applicants were interviewed for one hour each.

The panel received interview questions, resumes and relevant documentation provided by applicants via electronic media. The panel convened 15 minutes prior to the first scheduled interview and was verbally provided rules of engagement and panel instructions by myself. Eleven interview questions were read aloud to each applicant and time was provided for answers to each question to the satisfaction of the applicant.

The panel discussed each applicant interviewed and their submitted documents after the last interview ended on 5/6/2015, and the following two applicants were identified as Best Qualified for the position. One panel member had the two top applicants tied; the other two panel members rated the top applicants as follows:

1. Lisa Perras Gordon
2. Larry Long

My recommendation based on the details provided below is to select Lisa Perras Gordon for this position.

Justification for selection:

Lisa :

Larry has excellent experience in hydrologic modeling and in dispute management, both of which would be useful in this position. However, his experience in developing policy/guidance for sensitive issues is more limited. Several of his references were from higher management that had not worked directly with him. One reference and a former supervisor mentioned limitations in areas that are important for this expert position.

Duties outlined in position announcement:

- Serve as a technical expert and advisor in the area of flow and hydrologic alteration as it relates to EPA Region 4 water programs with a primary focus on water quality standards;
- Conduct and coordinate review of proposed water quality standards (WQS) dealing with hydrologic alteration; and prepare technical evaluations, reaching independent conclusions and recommending appropriate WQS or related actions;
- Serve as the regional representative in the establishment and implementation of national policies and programs related to water quality standards and flow;
- Develop position documents; technical reports, and issue papers on impacts of water quality standards and regulations related to flow and hydrologic alterations.

Questions for references:

This position involves technical expertise as well as development of policy/guidance and development of technical and issue papers. Have you worked with the candidate in any of these areas and, if so, what was your experience? Would you have any reservations about having the candidate in this position?

References for Larry Long:

[REDACTED] – no direct experience working with Larry; observed him in engagement at policy level with agencies outside the Region; did a good job; no specific projects to discuss; have observed him in different settings; articulate, good with different stakeholders; no negatives

[REDACTED] – overall good worker, average employee; very competent in giving general directions to COE and others, but not expert; very general; did a decent job, but [REDACTED] expected more given experience at EPA; writing skills not good – needed a lot of corrections; solid – gave good support to programs; [REDACTED]

[REDACTED] – knows Larry [REDACTED], familiar with his background, he is a proponent of using mediation in environmental disputes; familiar with a very good paper in Environmental Law Journal; find him to be an expert in environmental dispute resolution; no first hand knowledge of his technical paper writing skills; he is timely, dependable, someone you can count on. No negatives.

[REDACTED] – positive impression, [REDACTED]. [REDACTED] interacted with Larry for a short time while [REDACTED]. Larry made positive contributions on the Rapanos issue doing hydrologic research. [REDACTED] recommended that Larry suggest references that have worked more closely and more recently with him.

[REDACTED] – [REDACTED], he was very capable, could work with models and explain the work to others; Larry has had HQ experience; would be an asset to the program; would hire him again; [REDACTED]

[REDACTED] – no experience working with him on national policy; Larry came from MTM, has technical smarts, worked in other region on mining and water issues. Does a good job as project manager on Haile Gold Mine. He works on overall NEPA analysis – project manager on high profile sites. [REDACTED]

[REDACTED] – [REDACTED]
[REDACTED]

References for Lisa Gordon:

Exemption 6 Personal Privacy

